JOURNAL OF Vocational Behavior

EDITOR: Nancy E. Betz

EDITORIAL BOARD

David L. Blustein
Peter C. Cairo
John O. Crites
John Dillard
Helen Farmer
Louise F. Fitzgerald
Linda S. Gottfredson
Jeffrey H. Greenhaus
Gail Hackett
Tove H. Hammer
Raymond E. Hill
Angelo J. Kinicki
Paul Muchinsky
Samuel H. Osipow
Susan D. Phillips
Samuel Rabinowitz
Joyce E. A. Russell
Robert B. Slaney
Arnold R. Spokane
Donald E. Super
W. Bruce Walsh
Bert Westbrook
Jane L. Winer
Donald Zytowski

Editorial Associates: Lynda Faiola and Carol Shuttleworth

VOLUME 32, 1988

ACADEMIC PRESS, INC.
Harcourt Brace Jovanovich, Publishers
San Diego New York Boston
London Sydney Tokyo Toronto

Copyright © 1988 by Academic Press, Inc.

All Rights Reserved

No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopy, recording, or any information storage and retrieval system, without permission from the copyright owner.

The appearance of the code at the bottom of the first page of an article in this journal indicates the copyright owner's consent that copies of the article may be made for personal or internal use, or for the personal or internal use of specific clients. This consent is given on the condition, however, that the copier pay the stated per copy fee through the Copyright Clearance Center, Inc. (27 Congress Street, Salem, Massachusetts 01970), for copying beyond that permitted by Sections 107 or 108 of the U.S. Copyright Law. This consent does not extend to other kinds of copying, such as copying for general distribution, for advertising or promotional purposes, for creating new collective works, or for resale. Copy fees for pre-1988 articles are as shown on the article title pages; if no fee code appears on the title page, the copy fee is the same as for current articles.

0001-8791/88 $3.00

MADE IN THE UNITED STATES OF AMERICA

Contents of Volume 32

Number 1, February 1988

Samuel H. Osipow and Anne S. Davis. *The Relationship of Coping Resources to Occupational Stress and Strain* 1

Thomas J. Naughton and Dennis Outcalt. *Development and Test of an Occupational Taxonomy Based on Job Characteristics Theory* 16

Susan Henderson, Beryl Hesketh, and Keith Tuffin. *A Test of Gottfredson's Theory of Circumscription* 37

Nadya A. Fouad. *The Construct of Career Maturity in the United States and Israel* 49

Graham S. Maxwell and J. Joy Cumming. *Measuring Occupation Aspiration in Research on Sex Differences—An Overview and Analysis of Issues* 60

Suzanne K. Stout, John W. Slocum, Jr., and William L. Cron. *Dynamics of the Career Plateauing Process* 74

Paula C. Morrow and Joe F. Goetz, Jr. *Professionalism as a Form of Work Commitment* 92

Jeanette N. Cleveland, Ronald M. Festa, and Linda Montgomery. *Applicant Pool Composition and Job Perceptions: Impact on Decisions Regarding an Older Applicant* 112

Number 2, April 1988

Mildred Doering, Susan R. Rhodes, and Joan Kaspin. *Factor Structure Comparison of Occupational Needs and Reinforcers* 127

Dorothy D. Nevill and Donald E. Super. *Career Maturity and Commitment to Work in University Students* 139

Louise F. Fitzgerald, Sandra L. Shullman, Nancy Bailey, Margaret Richards, Janice Swecker, Yael Gold, Mimi Ormerod, and Lauren Weitzman. *The Incidence and Dimensions of Sexual Harassment in Academia and the Workplace* 152

Gary Blau. *An Investigation of the Apprenticeship Organizational Socialization Strategy* 176

Brian D. Steffy and Jack W. Jones. *The Impact of Family and Career Planning Variables on the Organizational, Career, and Community Commitment of Professional Women* 196

Kazuaki Shimizu, Fred W. Vondracek, John E. Schulenberg, and Michelle Hostetler. *The Factor Structure of the Career Decision Scale: Similarities across Selected Studies* 213

Charles F. Elton and John C. Smart. *Extrinsic Job Satisfaction and Person–Environment Congruence* 226

Sara L. Rynes, Pamela S. Tolbert, and Pamela G. Strausser. *Aspirations to Manage: A Comparison of Engineering Students and Working Engineers* 239

Number 3, June 1988

Henya Klein. *Job Satisfaction in Professional Dual-Career Couples: Psychological and Socioeconomic Variables* 255
Bert W. Westbrook, Eleanor Sanford, Kevin Gilleland, John Fleenor, and Gerald Merwin. *Career Maturity in Grade 9: The Relationship between Accuracy of Self-Appraisal and Ability to Appraise the Career-Relevant Capabilities of Others* 269
Gary J. Blau. *Further Exploring the Meaning and Measurement of Career Commitment* 284
Shelia Parker Greenlee, Fred L. Damarin, and W. Bruce Walsh. *Congruence and Differentiation among Black and White Males in Two Non-College-Degreed Occupations* 298
Linda Gail Schoen and Sharon Winocur. *An Investigation of the Self-Efficacy of Male and Female Academics* 307
John E. Mathieu. *A Causal Model of Organizational Commitment in a Military Training Environment* 321
O. C. Brenner, Anthony P. Blazini, and Jeffrey H. Greenhaus. *An Examination of Race and Sex Differences in Managerial Work Values* 336
David L. Blustein. *The Relationship between Motivational Processes and Career Exploration* 345
W. Bruce Walsh and Robert E. Huston. *Traditional Female Occupations and Holland's Theory for Employed Men and Women* 358
Francis J. Yammarino and Alan J. Dubinsky. *Employee Responses: Gender- or Job-Related Differences?* 366
Author Index for Volume 32 384

The Subject Index for Volume 32 will appear in the December 1988 issue as part of a cumulative index for the year 1988.

INFORMATION FOR AUTHORS

The *Journal of Vocational Behavior* publishes empirical, methodological, and theoretical articles related to such issues as the validation of theoretical constructs, developments in instrumentation, program comparisons, and research methodology as related to vocational development, preference, choice and selection, implementation, satisfaction, and effectiveness throughout the life-span and across cultural, national, sex, and other demographic boundaries. Brief notes of a methodological, instrumentation, or replication nature will also be considered for publication. Because of limitations in available journal space, authors are encouraged to integrate two or more short papers based on a series of related studies into one longer manuscript rather than to submit the shorter manuscripts separately.

Manuscripts will be reviewed by the Editor, Nancy E. Betz. Manuscripts should be submitted in quadruplicate to:

Journal of Vocational Behavior
Editorial Office
Seventh Floor
1250 Sixth Avenue
San Diego, California 92101

Manuscripts longer than 30 double-spaced typewritten pages, including references, tables, and illustrations, will not be reviewed unless prior permission for the extra length has been obtained from the Editor.

Original papers only will be considered. Manuscripts are accepted for review with the understanding that the same work has not been and will not be nor is presently submitted elsewhere, and that its submission for publication has been approved by all of the authors and by the institution where the work was carried out; further, that any person cited as a source of personal communications has approved such citation. Written authorization may be required at the Editor's discretion. Articles and any other material published in the *Journal of Vocational Behavior* represent the opinions of the author(s) and should not be construed to reflect the opinions of the Editor(s) and the Publisher.

Authors submitting a manuscript do so on the understanding that if it is accepted for publication, copyright in the article, including the right to reproduce the article in all forms and media, shall be assigned exclusively to the Publisher. The Publisher will not refuse any reasonable request by the author for permission to reproduce any of his or her contributions to the journal.

Form of Manuscript. Manuscripts should be prepared on high quality bond paper with wide margins using double spacing throughout. Four copies should be submitted; each copy should include all tables and figures. Each page of the manuscript should be numbered. The first page should contain the article title, author's name, affiliation, and address to which correspondence should be sent. Authors should *not* place their name on the manuscript itself. The second page should contain an abstract 100 to 150 words in length.

Authors should follow the instructions given by the third (1983) edition of the *Publication Manual* of the American Psychological Association. Certain modifications are listed below.

Abbreviations and Symbols. Do not underline symbols in text or formulas, for they will be routinely set in italics. Unusual symbols should be identified in pencil in the margin the first time they appear.

Figures and Tables. All illustrations are to be considered as figures, and each graph or drawing should be numbered in sequence with Arabic numerals. Each figure should have a descriptive legend and these should be listed on a separate sheet. Figures should be planned to fit the proportion of the printed page (4½ × 6¾ inches), and care should be taken that lettering on the original is large enough to be legible after a reduction of 50 to 60 percent. Illustrations in color can be accepted only if the authors defray the cost.

Tables should be typed on separate pages, numbered consecutively with Arabic numerals in order of mention in the text and placed at the end of the manuscript. All tables should have descriptive headings, typed (double-spaced) above the table. Footnotes to tables should be identified by superscript letters and placed at the bottom of the page containing

the table. See also the American Psychological Association *Publication Manual* sections 3.59 to 3.82.

Footnotes. Footnotes to the body of the article should not be used. The material they would contain should be included in the text.

References. Literature references in the text should be cited by author's surname and the year of publication, e.g., Roe (1980); Roe et al. (1981); Roe and Jones (1983, p. 150) (for references to a specific page). If a reference has more than two authors, the citation includes the surnames of all authors at the first mention, but later citations of the same reference include only the surname of the first author and the abbreviation "et al." Suffixes *a*, *b*, etc. should be used following the date to distinguish two or more works by the same author(s) in the same year, e.g., (Roe, 1983a, 1983b). Literature citations in the bibliography should be arranged alphabetically according to the surname of the author. Journal titles should be written out in full rather than abbreviated. As of the third edition of the American Psychological Association *Publication Manual*, reference notes have been eliminated. All references except Personal Communications (which are mentioned *only* in the text) should be in the reference list and should be prepared based on *Manual* sections 3.86 to 3.101. The correct style of capitalization and punctuation for journal articles, books, and edited books is illustrated in the following examples:

Super, D. E. (1980). A life-span, life-space approach to career development. *Journal of Vocational Behavior*, **16**, 282–298.

Atkinson, J. W., Lens, W., & O'Malley, P. M. (1976) Motivation and ability: Interactive psychological determinants of intellective performance, educational achievement, and each other. In W. H. Sewell, R. M. Hauser, & D. L. Featherman (Eds.), *Schooling and achievement in American society* (pp. 29–60). New York: Academic Press.

Nesselroade, J. R., & Baltes, P. B. (1979). *Longitudinal research in the study of behavior and development*. New York: Academic Press.

Proofs and Reprints. Proofs will be sent to the author, with reprint order forms. Authors will be charged for alterations in excess of 10% of the cost of composition. Fifty reprints of each article will be provided free of charge.